

THE 71% ADVANTAGE





\mathbf{FACT} #1: As each goose flaps its wings, it creates an updraft fo	r the
geese that follow. By flying in a "V" formation the flock adds	% greate
flying range than if each bird flew alone.	

fl	ying range than	if each bird flew a	alone.	
			fs determine	and shared
♦ UPDRAF'	T PEOPLE ide	ntify, embrace and		values and
that cause th	nemselves and oth	ers to make their h	ighest	each day.
e	ncouragement a	t each other.	mation they	continuous orale and enhances
performance	e by	defining the	e desired target and	
incremental	success.			

◆ UPDRAFT PEOPLE increase the performance and confidence of others through continuous,

_____ acknowledgement of ______ behavior.



FACT #3: When a goose falls out of formation it experiences from the wind and moves back into formation.

- ♦ PRINCIPLE: CORRECTING FORMATION: Effective, timely feedback will correct behavior without ______ the spirit.
- ◆ UPDRAFT PEOPLE manage their own ______ energy and use corrective feedback as a time for teaching and developing others.

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FACT #4: All the geese in formation take their turn in front _____ against the wind.

- **PRINCIPLE: STRENGTHENING FORMATION:** Rotational leadership reduces individual burnout and group apathy by creating an opportunity for everyone to _______ their skills, knowledge and experience.
- ◆ UPDRAFT PEOPLE know when to _____ and when to _____ and they do so regularly for the good of the cause and the development of others.

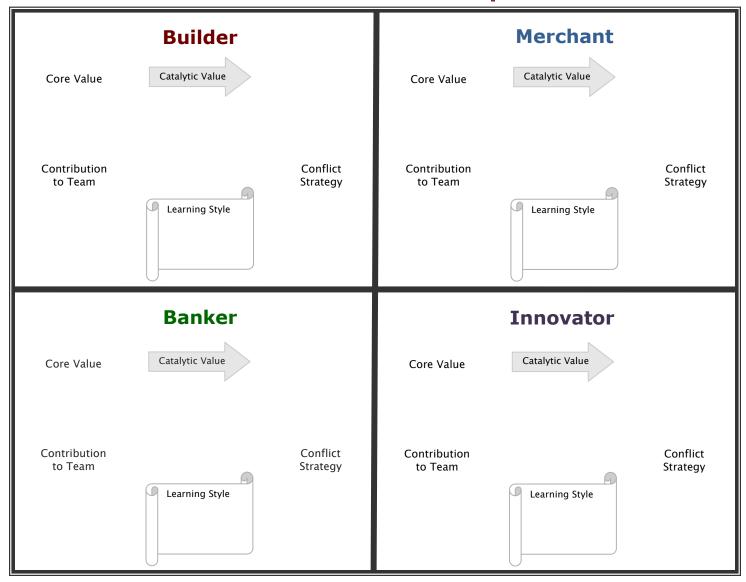


FACT #5: When one of the geese has a problem and has to land,

geese land with it and stay with the goose until the problem is resolved.

- ♦ PRINCIPLE: PROTECTING FORMATION: People are most ______ when they are in relationship with others who will stand by them in success and failure, always seeking their continued growth.
- ◆ UPDRAFT PEOPLE promote harmony and loyalty by refusing to engage in destructive, negative conversation, choosing instead to extend _______ to problems and ______ in failure.

Core Values Index Key



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How can you tell when you are pushing against your anxiety/fear line? What thoughts, emotions or physiological sensations crop up for you?

Describe a time when you did or did not make the shift to a different core value strategy and what was the result. (If you cannot think of a specific instance, describe the kind of situation that pushes you toward the anxiety/fear line).